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File: USPT

Apr 30, 2002

DOCUMENT-IDENTIFIER: US 6381592 B1

TITLE: Candidate chaser

Abstract Text (1):

The Candidate Chaser machine and method automatically locates Internet site pages and web postings which contain operator specified keywords or Boolean combinations and then extracts all electronic mail addresses from those pages as well as hyper-linked pages to as many linking levels as selected by the operator and then sends a job opportunity description in the form of an electronic mail message to each of the extracted addresses then receives responses from recipients of the job opportunity message then filters those messages by reading their text and forwards only desired responses to the candidate seeking client's electronic mail address thusly sparing the client interaction with large amounts of irrelevant response while presenting viable candidates for a given job opening. It applies a distinctive and non-obvious method for delivering identical electronic mail messages to a group of targeted potential job candidates sharing a specifically desired single or set of common experiences, interests, capabilities, professional titles or talents relating to the needs of the candidate seeking hiring entity and handling their response.

Brief Summary Text (2):

This invention relates to the process of recruiting new employees, specifically harvesting email addresses belonging to potential viable candidates from sites and postings searched for and found on the Internet and sending specifically related help wanted advertisements via electronic mail to those addresses then receiving, filtering, sorting and distributing the response.

Brief Summary Text (5):

Bulk electronic mailing is a common process used to broadcast messages to groups of email addresses collected in databases however the processes used prior to Candidate Chaser are static and the targeting is dependent on pre-assembled databases of email addresses. In such cases where email address lists are procured from a database sources mailers are subject to limited accuracy on two categories: first, are the addresses still active, second, are the individuals interested in receiving email related to the mailers' offerings. Furthermore, the present state of electronic mail address databases does not permit the targeting of addresses based on the individual owner's experiences, interests, capabilities, professional titles or talents.

Brief Summary Text (7):

Employers spend over a billion dollars every year in the United States on employment agency fees, classified advertising costs, recruiting staff, the design of recruitment programs and software and referral bonus programs. Many of those employers are large companies that have invested tremendous development resources into solving their recruiting problems and cost reduction yet not a single one of them has created an automated recruiting system like the Candidate Chaser machine and process patented herein. The articles attached and labeled as Prior Art Documents #27, 34, 35, 36, 37, 38, 39, 40, 41 and 42 indicate a recruiting industry searching for internet solutions to recruiting difficulties yet none suggest a solution similar to that presented by the Candidate Chaser machine and process

supporting the position of unobviousness relating to the Candidate Chaser machine and process.

Brief Summary Text (11):

A search of the IBM Patent Server at <http://patent.womplex.ibm.com> looking for the following words individually in the "abstract" field: recruit, recruiting, hire, hiring, job, candidate, classified, position, bulk, addresses, and recruitment turned up no relevant matching or related patents. A search on the same database for the phrase "electronic mail" turned up no apparently related patents except those patenting the process of sending and receiving electronic mail itself. The patent information and abstract which appear most closely related are attached and labeled as: Prior Art Document #28 U.S. Pat. No. 5,245,532, Prior Art Document #29 U.S. Pat. No. 5,040,141, Prior Art Document #30 U.S. Pat. No. 5,632,018, Prior Art Document #31 U.S. Pat. No. 5,408,334, Prior Art Document #32 U.S. Pat. No. 5,487,100, and Prior Art Document #33 U.S. Pat. No. 5,613,108.

Brief Summary Text (12):

A search for articles and publications discussing "recruiting on the Internet" turned up two hundred forty nine separate documents. While discussing the use of electronic mail for the circulation of resumes and discussion of job possibilities, no reference is ever made to any recruiting solution that even remotely resembles the Candidate Chaser machine and process. I believe this supports the unobviousness of the Candidate Chaser machine as a solution to recruiting difficulties. Those articles which best represent present art on the subject of "recruiting on the Internet" are attached and labeled as Prior Art Documents #27, 34, 35, 36, 37, 38, 39, 40, 41 and 42.

Detailed Description Text (2):

The Candidate Chaser machine automatically locates Internet site pages and web postings which contain operator specified keywords or Boolean combinations and then extracts all email addresses from those pages as well as linked pages to as many linking levels as selected by the operator and then sends a job opportunity description enclosed in an electronic mail message to each of the extracted addresses then receives responses from recipients of the job opportunity message then filters those messages by reading their text and forwards only desirable responses to the candidate seeking client's electronic mail address thusly sparing the client interaction with large amounts of irrelevant response while presenting viable candidates for a given job opening.

Detailed Description Text (7):

Workers view the Candidate Chaser job opportunity advertisement by choice at their convenience any time night or day since the advertisement arrives and resides in the email message box until they take an action or their software automatically discards it based on their previously set filters.

Detailed Description Text (9):

Specific job opportunity ads are only broadcast to specifically applicable individuals who made their email addresses available on their resumes, on web pages indicating subject matter related to the job opening or on new group postings where subjects related to the job opening were specifically discussed.

Detailed Description Text (10):

Individuals adverse to receiving additional job opportunity advertisements easily eliminate their addresses from any potential future mailings by typing "remove" into the message subject heading and executing their mail programs "reply" command.

Detailed Description Text (12):

The Candidate Chaser process costs less per hire to operate than other recruitment methods.